



**STATE OF NORTH CAROLINA
OFFICE OF ADMINISTRATIVE HEARINGS**

Mailing address:
6714 Mail Service Center
Raleigh, NC 27699-6700

Street address:
1711 New Hope Church Rd
Raleigh, NC 27609-6285

June 1, 2017

Ms. Cynthia Mitchell
106 Burnham Court
Garner, NC 27529

Ms. Evangeline Phillips, HR Manager
Human Resources Office
NC Dept. of Information Technology
P.O. Box 17209
Raleigh, NC 27699-7209

Re: Ms. Cynthia Mitchell v. NC Dept. of Information Technology
EEOC #14B-2016-00046; FEPA #16-CRD-0046
End of Compliance Monitoring

Dear Parties:

A Negotiated Settlement Agreement resolved the above-referenced charge of employment discrimination and the terms of the Agreement have been fulfilled. Therefore, the Civil Rights Division is advising the parties that compliance monitoring has ended, and *no further action* remains to be taken by the Division in this matter. We commend all parties for your cooperation throughout this process.

Sincerely,

A handwritten signature in blue ink, appearing to read "June D. Melvin".

June D. Melvin
Compliance Manager, Civil Rights Division

Attachment

cc: Master File

Administration
919/431-3000
fax: 919/431-3100

Rules Division
919/431-3000
fax: 919/431-3104

Judges and
Assistants
919/431-3000
fax: 919/431-3100

Clerk's Office
919/431-3000
fax: 919/431-3100

Rules Review
Commission
919/431-3000
fax: 919/431-3104

Civil Rights
Division
919/431-3036
fax: 919/431-3103

An Equal Employment Opportunity Employer



**STATE OF NORTH CAROLINA
CIVIL RIGHTS DIVISION
OFFICE OF ADMINISTRATIVE HEARINGS**

Received

MAY 25 2017

Civil Rights
Division**CERTIFICATION OF SETTLEMENT**

Cynthia Mitchell v. NC Department of Information Technology
FEPA Charge # 16-CRD-0046/EEOC Charge # 14B-2016-00046

The undersigned official of the North Carolina Department of Information Technology (Respondent) provides the following certifications that all actions agreed upon in settlement of the above-referenced, dually filed charges of employment discrimination have in fact been carried out by the Respondent, and that as of the date of execution of this document, Respondent has complied fully with its obligations under the signed Settlement Agreement:

1. Respondent *certifies* that, consistent with Section 1 Paragraph 4 of this Agreement, it has completed the removal and expungement of all references to Charging Party's filing of employment discrimination charge(s) and to this Agreement from her personnel records and all other covered records, together with all supporting records and copies thereof, except as permitted by this Agreement or where required by applicable state or federal law.
2. Respondent *certifies* that it has completed all requirements consistent with Section II Paragraphs 1, 2 and 3 of this Agreement.

CERTIFIED on behalf of the NC Department of Information Technology by:

Name: *EVANGELINE PHILLIPS*
Title: *HUMAN RESOURCES MANAGER*

5/24/2017
Date

Subscribed and sworn to before me by the above-named individual on *May 24*, 2017.

Janet L. Perry, Janet L. Perry
Notary Public (print and sign name)

My commission expires: *My Commission Expires March 24, 2018.*

